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# Displaced Employee Program (DEP)

The Displaced Employee Program helps employees find jobs in other federal agencies including the Department of Defense. Qualified displaced employees will be automatically considered by federal agencies filling vacancies from the Office of Personnel Management applicant lists.

If you qualify for this program, your application will be referred ahead of other candidates. Referrals may be at or below your current grade.

## ELIGIBILITY REQUIREMENTS

You are eligible to register in this program if—

- You are a career or career-conditional employee.
- You are an excepted service employee with competitive status (but not under Schedule C).
- You have received a specific RIF notice.
- You declined to transfer with your function to another commuting area.
- You declined to accept a new assignment in another commuting area.

## REGISTRATION

- You may register for positions at or below the grade you held when you were separated.



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- You may register for positions if you meet the current Office of Personnel Management qualification standards.

## **DISCUSSION**

- You are eligible for this program for—
  - Two years if you are a career employee.
  - One year if you are a career-conditional employee.
- This eligibility runs from the date of separation or from the date you entered the program, whichever is later.
- If you accept a permanent federal job, eligibility ends.
- If you accept a temporary federal job, eligibility continues and placement help will continue.

## **QUESTIONS AND ANSWERS**

***Can I register for DEP placement in geographic areas outside my commuting area?***

Yes. You may enroll for any geographic area where the Office of Personnel Management provides service. However, if you decline to transfer with your function or decline an assignment to another commuting area, you are eligible for DEP assistance only in the commuting area where you live.

***Is there a time limit for applying for assistance through the Displaced Employee Program?***

Yes. You may apply as soon as you receive an official RIF notice or other notice of displacement but not later than 90 days after you have been separated.

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***If I am placed through the Displaced Employee Program, am I entitled to my highest previous salary?***

Agencies are not required to match your previous salary. They may offer you the entrance salary of the grade rather than the step you previously held.

***Can I be dropped from this program if I decline an offer out of my geographic area?***

Yes. But be realistic when choosing geographic areas where you will accept a job. If you decline a permanent job offer under conditions that your application showed you would accept, you will no longer be eligible for referral assistance.

